

## B0088-1 – Salary Comparative Analysis by Job Report

\* Filter on:

**Variable Entry**

Available Variants:     [Show Variable Personalization](#)

| General Variables                    |                   |                                  |
|--------------------------------------|-------------------|----------------------------------|
| Variable                             | Current Selection | Description                      |
| * Organizational Unit                | +20000000(00RGU)  | 20000000 State of North Carolina |
| * Calendar Month/Year (Single Value) | 03/2011           | MAR 2011                         |
| Job Family(s) (Optional)             |                   |                                  |
| Job Branch(s) (Optional)             |                   |                                  |
| Job(s) (Optional)                    |                   |                                  |

\*Report (Standard)

| Job Pay Type   | Job Pay Area       | Job Pay Group | Job              | Emp Pay Level | Cal Mth/Yr        | March 2011 | March 2011     | March 2011            | March 2011              | March 2011  | March 2011  | March 2011     |
|----------------|--------------------|---------------|------------------|---------------|-------------------|------------|----------------|-----------------------|-------------------------|-------------|-------------|----------------|
|                |                    |               |                  |               | Emp GR Range Ref. | Emp Count  | Avg Emp Salary | Emp / Job Ref. Salary | Job Mkt Index (Emp Avg) | Job Min Pay | Job Max Pay | Tot Emp Salary |
| Flat Rate      | University Faculty | 31111111      | President        | FR            | FR                | 1          | 237,000        | 0                     | 0.00                    | 1           | 237,000     | 237,000        |
| Flat Rate      | University Faculty | 32222222      | Lawyer           | FR            | FR                | 1          | 71,177         | 0                     | 0.00                    | 1           | 66,191      | 71,177         |
| Flat Rate      | University Faculty | 33333333      | Assistant        | FR            | FR                | 1          | 62,969         | 0                     | 0.00                    | 1           | 62,696      | 62,969         |
| Flat Rate      | University Faculty | 34444444      | Professor        | FR            | FR                | 12         | 132,697        | 0                     | 0.00                    | 1           | 100,000     | 1,592,359      |
| T-Grade        | Annual Salaries    | TG88          | Director         | 88            | +MP               | 4          | 132,115        | 112,897               | 1.17                    | 83,997      | 141,797     | 528,461        |
| T-Grade        | Annual Salaries    | TG90          | Doctor           | 90            | Z                 | 1          | 165,351        | 123,981               | 1.33                    | 92,066      | 155,896     | 165,351        |
| T-Grade        | Annual Salaries    | TG91          | Dental Assistant | 91            | +MP               | 1          | 134,503        | 129,989               | 1.03                    | 96,431      | 163,547     | 134,503        |
| X-Grade        | X-Grade            | XGFR          | Judge            | FR            | Z                 | 9          | 97,271         | 0                     | 0.00                    | 92,685      | 92,685      | 875,436        |
| Overall Result |                    |               |                  |               |                   | 10,953     | 49,144         | X                     | X                       | 0           | 250,000     | 538,276,616    |

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### \* Initial Selection Criteria

|                     |
|---------------------|
| ▼ Columns           |
| ▪ Cal Mth/Yr        |
| ▪ Key Figures       |
| ▼ Rows              |
| ▪ Job Pay Type      |
| ▪ Job Pay Area      |
| ▪ Country           |
| ▪ ESG CAP           |
| ▪ Job Pay Group     |
| ▪ Job               |
| ▪ Emp Pay Type      |
| ▪ Emp Pay Area      |
| ▪ Emp Pay Group     |
| ▪ Emp Pay Level     |
| ▪ Emp GR Range Ref. |

### \* Additional Selection Criteria

|                        |
|------------------------|
| ▼ Free characteristics |
| ▪ Employee Group       |
| ▪ Employee Subgroup    |
| ▪ Hourly Pay Indicator |
| ▪ Job Branch           |
| ▪ Job Family           |
| ▪ Job Pay Level        |
| ▪ Org Unit             |
| ▪ Personnel Area       |
| ▪ Position             |

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### Notes:

- The Position can be pulled from the Free Characteristics into the report
- If Position is Banded or Graded (from Table 510) or related to a job that is Banded or Graded (from Table 510) then the Employee Pay level and Employee Grade range reference will be 'NA'
- If a position is related to a job that is a Flat Rate from (T710 or T510) then the Employee Pay level and Employee Grade range reference will be 'FR'
- If the Position is related to a Job that is a Graded / T-Grade or X-Grade job then the following logic applies:  
Employee Pay level –Last two digits of the Grade from the Pay Grade field
- Employee Grade Range Reference- "0"- Annual Salary < Lower limit of the Pay Grade level
  - “MIN” – Annual Salary = Lower limit of the Pay Grade level
  - “-MP”- Annual Salary < Mid Point of the Pay Grade Level
  - “MP”- Annual Salary = Mid Point of the Pay Grade Level
  - “+MP”- Annual Salary > Mid Point of the Pay Grade Level
  - “MAX”- Annual Salary = Upper limit of the Pay Grade level
  - “Z”- Annual Salary > Upper limit of the Pay Grade Level
- Job Market Index = Average Employee Salary/ Employee Job Reference Salary
- 'Employee Job Reference Salary' for Banded Positions – One can jump to report B0088-2 to check the Reference Salary for the employee. To go to B0088-2, Right click on a field in the row, navigate to Goto > Click B0088-2:Employee Salary Comparative Analysis. For all other Positions, reference salary comes from the Planned Compensation Infotype on the Job.
- This report contains information on the planned compensation information for a job and compares it to the employee's salary.
- 'Columns' shows the field selections that are displayed on the report.
- 'Free Characteristics' shows the additional field selections that can be dragged and dropped in and out of the report.
- This report lets you view actions by month.